



QUALITY JOBS. QUALIFIED WORKERS.

Public Notice of virtual Annual Meeting of the Pima County Workforce Investment Board (“WIB”)

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Pima County WIB and to the general public that the Pima County WIB will hold a virtual meeting open to the public on

Friday, January 14, 2022

Join Zoom Meeting <https://us02web.zoom.us/j/82181269893> Meeting ID: 821 8126 9893
One tap mobile +12532158782,,82181269893# US (Tacoma) +13462487799,,82181269893# US (Houston)
Dial by your location +1 253 215 8782 US (Tacoma) +1 346 248 7799 US (Houston)

<u>Members Present</u>	Abra McAndrew	Aric Meares	Barbra Coffee
Brad McCormick	Carol Stewart	Chris Hazen-Molina	Danielle Duarte
Dr. David Dore	Frank Grijalva	Iris Matheny	Jenifer Preston
Jim Zarling	Jorge Rivero	Karen King	Karla Morales
Laura Oldaker	Laurie Kierstead-Joseph	Lea Marquez-Peterson	Marji Morris
Dr. Mark Vitale	Mary Boegemann	Michael Guymon	Natalya Brown
Paul Stapleton-Smith	Ramon Gaanderse	Ramon Serrato	Susan Hyatt Dumon
Trish Muir	Dr. Vaughn Croft		

<u>Guests Present</u>	Ana Basurto	Beverly Price	Carmen
Dan Sullivan	Dominica Dominguez	E Dong	Jeffrey Chavez
Julie Neff-Encinas	Larry Lucero	Lisa Wood-Hromidko	Peggy Castano
Aaron Ball	Abra McAndrew	Anna Cunes	Gabe Loyola
Jelensky Irons	Kathi Finrock	Michael Gates	Ana Grief
Cindy Hogan	Donna Ruthruff	Jamie Azzone	Marcelino Flores
Andy Flagg	Brian Baker	Daniel Howe	David Higuera
Isabel Georgelos	Julie Hecimovich	Karol Al-Hanna	Moreno
Ashley Lown	Bob Millner	Charles Casey	Evelyn Wright
Jim Mize	Jason Lau	Ken Zambos	Trish Muir
Cassie Lundin	Caller		

Minutes

- I. **Call to Order:** Dr. Mark P. Vitale, Chair, 7:35am
- II. **The Pledge of Allegiance:** All
- III. **Roll Call:** Marji Morris, Board Development Committee, What’s one professional goal that you would like to achieve this year? Welcome New Members Dan Eckstrom, Daryl Finrock, Karla Morales. Marji conducted roll call for WIB members present. Established a quorum, 29 members present.



Discussion and action may occur on any agenda item.
Auxiliary aids and services are available upon request for individuals with disabilities.
Please call 520-724-7700 (48 hours in advance) to make arrangements.



- IV. **Action Item:** To Approve [December 2021](#) Meeting Minutes, Motioned by Jorge Rivero, Second by Karla Morales, Vote: 29-0, Approved
- V. **WIB Chair Message:** Dr. Mark P. Vitale, Chair
Chair made announcement for [Annual Youth Career Expo on February 9, 2022](#); Acknowledged WIB birthdays for January; Reviewed recent US Department of Labor statistics regarding unemployment, job creation, recent data and insights regarding the Great Resignation as well as recruitment efforts and employment forecasts.
- VI. **The Partnership for Workforce Innovation:** Michael Guymon, Interim President and CEO, Tucson Metro Chamber of Commerce; Presented and discussed talent driven decisions, review of Tucson Metro Chamber talent study, and how chamber came to workforce development.
- VII. **Resolving Greatest Challenge(s) Breakout Sessions:** Participant lead discussions; attendees were separated into five breakout sessions:

Room 1

- Mentorship – having a mentorship, giving the mentor a stipend. Mentorships lead to longer sustainability and increasing internships and job shadowing opportunities for youth
- Childcare – need for flexible hours, ability to split the day up and teleworking. Denmark’s working model was also discussed as well as a 4-day work week
- Mature workers – ages 55 and older are exiting the workforce and need to mentor individuals and help them get up to speed. Passing the knowledge down to younger generations.
- Remove silos – Be sure that education community is part of the solutions for K-12 system. Employability skills training. Internships. Increased involvement. Solutions start young. Demographics show an aging workforce. Import more talent. Seamless delivery system.
- Opportunities – not everyone wants to attend a 4-year college
- Housing Insecurity – lack of affordable housing options for residents who are starting out on a career pathway or to be self-sufficient

Room 2

- Challenge: Coordination of recruitment for talent for employers. Solution: talked about how there are many things that exist to help this effort like networking between academic institutions, City and County workforce efforts, and widening the awareness of it is necessary so that all may take advantage of the services.
- Challenge: Local talent is being recruited away from our local area to places like Chandler and other areas in and around Phoenix, and throughout the US. Solutions: Increase quality of K-12 education, close the gap in training with creative attempts to upskill local workforce, increase other quality of life aspects in the local area so that the volume of people that exists in places like Chandler and Phoenix does not necessarily trump quality of life that can be offered in the local area.

Room 3

- For jobseekers: Financial literacy training and career exploration can be expanded to include a better understanding of expected salary, benefits, common sense economics, the role of unions, and negotiation skills. Some may not be aware of childcare and food security programs, the benefits, trade-offs, time commitment and impact to other benefits. Skills transfer from

more experienced, retiring, staff is not occurring and job satisfaction diminished and poor performance adversely affects employers and employees. Mentoring may also serve as an effective career exploration program which may also be provided virtually where possible.

- For employers: Paradigm shift needs to occur so companies can understand how to process change through their organizations. For example, what are the steps involved to have an employee classified as a remote worker. An employer series can aide companies in understanding the new post pandemic economy, the needs of employees, and practical steps that can be taken to improve retention. Job Developer round table may serve as a model. It cannot be assumed what employees want. An example provided showed that feedback from employees said the work environment would be greatly improved with plants in the office. The importance of childcare, transportation, healthcare to employees cannot be known until asked.
- For the region: Better understanding of childcare and early childhood education is needed to know what can be done to improve the sector overall. Flexible time schedules, remote work, and other concepts may be developed as solutions after a comprehensive study is complete. Digital inclusion, computer skills training, and infrastructure improvements are necessary before any solutions that include remote work, remote school or remote career exploration.

Room 4

- Challenges discussed: transportation. Several participants identified transportation as a challenge, with one participant identifying it as along with housing and employment as one of the major challenges we face
- A positive is that the City is continuing to provide free public transportation, but funding it in the future may be a challenge, particularly with the need to expand service
- Public transit is often insufficiently flexible, and timing and location of routes is often incompatible with work schedules. One participant commented that a more robust system is needed
- Uber/Lyft vouchers could be a more flexible alternative. One participant commented that this could be a worthwhile expenditure of public funds because transit to jobs and childcare benefits the community. Other participants commented that mechanics are using Uber/Lyft to transport customers home or to work while their cars are being worked on.
- Childcare poses a particular challenge with respect to transportation. Parents need to be able to transport their children to school/childcare/activities in addition to getting themselves to work.
- Transportation is a barrier to participation in job training programs and one of the factors that causes some who start those programs not to complete them.
- In an effort to make employers more attractive to employees, they could provide transportation particularly to remote areas. The example of vans transporting mine workers was used.
- Management – in order to be attractive, employees must be happy with management and want to work there. One participant commented about the difference between management and leadership, and a discussion ensued about the need for both in an organization.
- Mental wellness was identified as a challenge, particularly in light of the pandemic, but there wasn't time to dive more in depth into that subject

Room 5

- Challenges: Poverty and limited education hindrances to employment as well as other barriers to employment like skills, transportation, housing, childcare, etc.

- Opportunities to Resolve: Collaboration/communication between resource providers and employers. Hire and educate on process, discuss expectations of employment like changes in benefits (example: While one may lose unemployment they could gain additional benefits from employers and other living expense supplements) On-boarding realities and expectations both from the employer and employee. Shift to employment retention efforts and flexibility of employers.
- Outside of the Box Solutions: Promote attractiveness of jobs by creating excitement around jobs that may not be as desirable; flex work environments, education opportunities and available resources. Connect to apprenticeship programs: assist to increase pay in tandem with higher cost of living; focus on retention via education navigating support services. Seek ways that are financially beneficial (example: 4-day work week minimizes a day of childcare and gas expenses. Can be used in lieu of wage increases) Seek apprenticeship programs prior to earning a degree which allows for earning potential and employee retention. Create alliance with childcare groups to utilize business models.

VIII. Call to Public

Barbra Coffee - <https://connecttucson.com/soazco-bbb-regional-challenge-resource-center/>
Build Back Better Challenge Grant City of Tucson Manager Office. Larry asked about EDA selection of winner – March 15th proposal and hear back by September or sooner if they are awarded the grant.

Pima JTED is actively seeking summer internship sites. Please feel free to share my contact information with anyone who might be interested in partnering with us. Alown@pimajted.org or call 520-209-1730.

Lisa Wood-Hromidko is seeking interim employment sites for school's program including internships, job shadowing and work experience.

Brad McCormick announced that the joint committee meeting for Planning and Performance & Accountability will be January 27th at 3pm

Mark Vitale provided an update on hiring for the WIB Director position, it is still in progress - panel interview and individual interview for a hiring decision is temporarily delayed due to the health pandemic.

Ramon Gaanderse, via chat, Announced Construction Career Days mixer event scheduled for **February 8, 2022** 5pm to 6:30pm at Arizona Sands Club 565 N. Cherry Avenue. RSVP required to: Ramon@tucsonasphalt.com

Laurie Kierstead-Joseph, via chat, Story about the 4-day workweek study in Iceland
<https://www.bbc.com/news/business-57724779>

IX. Adjourn, 9:03am

X. Next Meeting: Friday, February 11, 2022, 7:30 a.m., virtual